

The background of the slide is a photograph of a green chalkboard. Two pieces of pink chalk are lying on the board, one standing upright and the other lying horizontally. There are faint, white chalk markings on the board, including a large 'C' on the left and some scribbles on the right.

HQ²: Highly Qualified Teachers & Paraprofessionals

Arizona Department of Education

Highly Qualified (HQ) Professionals

- Who must become highly qualified?
- What are the HQ requirements and deadlines?





HQ Paraprofessionals

- Have a high school diploma or its equivalent
- Have an associate's degree or 60 credit hours from an accredited college/university, OR
- Have passed a state-approved paraprofessional exam
 - ETS ParaPro Assessment, 1-800-772-9476
 - MASTER Teacher's ParaEducator Learning Network
www.paraeducator.net or call 1-800-669-9633
 - ACT WorkKeys Proficiency Certificate,
1-800-WORKKEY



HQ Paraprofessionals

- After January 8, 2002, must be HQ at time of hire for those in Title I Targeted Assistance and School-wide Programs
- Those hired prior to 1/8/02 have until January 8, 2006 to meet HQ requirements
- Non-instructional paraprofessionals must have a high school diploma or GED, but do not have to meet HQ requirements

Which Teachers are Required to be HQ?

- Core Academic Subject Area Teachers ONLY
 - English
 - Reading/Language Arts (Elementary Education)
 - Mathematics
 - Science
 - Foreign Language
 - Civics and Government
 - Economics
 - Art (Visual Arts and Music)
 - History
 - Geography





HQ Teacher Requirements

- A Bachelor's degree, AND
- A valid AZ state certificate – intern, provisional, standard only – in Elementary, Secondary or Special Education (charter school teachers exempted), AND
- Completion of one of the following:
 - **Passing score on the AEPA in the content area (first available in 1999)**
 - **An advanced degree in the content area**
 - **National Board Certification (NBC) in the content area**
 - **24 credit hours in the content area (Middle & High School teachers only)**
 - a. Teachers unable to check off one of the bolded items above, who have **three years of teaching experience**, may use the AZ HOUSSE Rubric to demonstrate content area competency



HQ Teachers – AZ HOUSSE Rubric

- HOUSSE = High, Objective, Uniform, State Standard of Evaluation
- Teachers who earn 100 points or more by completing the rubric are highly qualified
- Content Area experience is demonstrated through:
 - Years of experience teaching the content area
 - College credits taken in the content area
 - Professional development workshops in the content area
 - Significant service related to the content area (Mentor, Chair/Team Leader, College instructor, etc.)
 - Awards, Presentations and Publication related to the content area



Certified vs. Highly Qualified

- All who are certified – holders of intern, provisional, or standard certificates – are NOT necessarily HQ
 - Certification focus: Pedagogical & Content Knowledge
 - HQ Focus: Content Knowledge



Certified vs. Highly Qualified

- **Certified**
 - Teachers with an out-of-state certification receive a reciprocal provisional certificate and have up to one year to complete testing requirements (testing exempted in some cases)
- **Highly Qualified**
 - Teachers with out-of-state certification who have passed their content area AEPA; or have a content area advanced degree; or National Board Certification (NBC) in the content area; or have 24 hours in the content area (Middle/High School only)



Certified vs. Highly Qualified

- **Certified**
 - K-8 Certification permits instruction in K-8 classrooms
 - Middle School single-subject teachers (grades 7-9) are required by board rules to have the subject as an approved area on their certificates
- **Highly Qualified**
 - K-8 self-contained teachers must pass the AEPA for the Elementary Education in the Content Areas; or have an advanced degree; or National Board Certification (NBC)
 - Single-subject teachers must pass their content area AEPA; or have a content area advanced degree; or NBC; or 24 credit hours in the content area

Certified vs. Highly Qualified

- Certified
 - Special Education (SPED) and English Language Learner teachers must be certified appropriately to deliver services to students
- Highly Qualified
 - SPED* and ELL teachers who teach the core academic areas must meet HQ requirements for each core academic subject they teach
 - A multi-subject HOUSSE rubric is being considered by state stakeholders



February 2005

*Refer to next slide for SPED
HQ requirements passed by
I.D.E.A. Reauthorization in
Nov. 2004



New SPED HQ Requirements

- Bachelor's Degree, AND
- Full state certification (intern, provisional or standard) as a SPED teacher, AND
 - Meet core academic HQ standards as other K-12 teachers do
 - In the case of instruction above the elementary level, have subject matter knowledge appropriate to the level of instruction being provided, as determined by the state; OR
 - Successfully complete a multi-subject HOUSSE
 - New SPED Multi-Subject teachers who are HQ in Math, Lang. Arts, or Science have up to two years from the date of hire to become HQ in other subjects, and may use a multi-subject HOUSSE



HQ Flexibility

- Current rural teachers in eligible school districts (REAP) who are HQ in at least one subject have until 2007-08 to meet HQ requirements in additional core academic subjects taught
- New rural teachers who are HQ in one subject area have up to three years to meet HQ requirements for additional core academic subjects they teach

Meeting the HQ Deadlines 2005-06



- 5% of District Title I funds **MUST** be set aside to assist teachers and paraprofessionals in becoming HQ
- 10% of a school's Title I allocation **MUST** be set aside for professional development purposes if the school is in improvement status
- 10% of District Title I funds **MUST** be set aside for professional development if the district is in improvement status



Where to Get More Information

- Title II-A Non-Regulatory Guidance from the U.S. Department of Education (USDOE)
<http://www.ed.gov/programs/teacherqual/guidance.pdf>
- Title I Paraprofessionals Non-Regulatory Guidance from the USDOE
<http://www.ed.gov/policy/elsec/guid/paraguidance.pdf>
- Districts Eligible for Rural Flexibility (REAP Districts)
<http://www.ed.gov/programs/reapsrsa/eligible04/index.html>
- *No Child Left Behind: A Toolkit for Teachers*
<http://www.ed.gov/teachers/nclbguide/toolkittoc.html>
- ADE's Highly Qualified Information and Forms
www.ade.az.gov/asd/title2
- Erika L. Wesley, Title II Education Program Specialist, ADE
(602) 364-2192; ewesley@ade.az.gov